

Cabinet

5 MARCH 2011

**CABINET
MEMBER FOR
CHILDREN'S
SERVICES**
*Councillor Helen
Binmore*

SCHOOL ORGANISATION STRATEGY 2012/13

**Wards:
All**

This report builds on the previous report (School Organisation Strategy for Hammersmith & Fulham 2011/12). It sets out the Council's School Organisation Strategy to deliver our key educational priorities:

- To meet the Council's statutory responsibility to provide school places to meet demand; and
- The Council's commitment to:
 - The Schools of Choice agenda for expanding popular schools
 - Increase the percentage of resident children choosing the borough's schools
 - The Special Schools Strategy

The strategy reflects the current financial climate, providing a prudent and sustainable plan within available resources. Approval is sought (subject to consultation where necessary) to the development of the priority schemes as follows:

- Expansion of St Stephens Primary School
- Expansion of Pope John Primary School
- Creation of Primary Provision at the Burlington Danes Academy
- Further development of improvements for Bentworth Primary School
- West London Free Schools Primary Bid
- Sacred Heart High School Building Expansion (Sixth Form Provision)
- Lady Margaret Bulge Class
- John Betts Primary Bulge Class
- Brackenbury Bulge Class
- Creation of Studio School at Henry Compton site
- William Morris
- Relocation of Contact Service from Askham Centre to Fulham Cross Youth Centre (enabling project for Queensmill expansion and relocation)
- Allocations to Schools for Infrastructure works from the 2012/13 Capital Allocations

- Prioritisation of the Revenue Funded Maintenance Programme including the Health and Safety related schemes (£1.335m)

CONTRIBUTORS

DCHS
DFCS
ADLDS

Recommendations:

HAS A EIA BEEN COMPLETED?
YES

HAS THE REPORT CONTENT BEEN RISK ASSESSED?
N/A

1. That approval be given to the revised School Organisation Strategy, as set out in this report.
2. That approval be given to develop the proposals to facilitate a tender process for the relocation of Holy Cross to the Clancarty Road site and the subsequent relocation of the infant bilingual provision to Basuto Road, as set out in paragraph 2.3.1 of the report.
3. That approval be given to further develop proposals and to invite tenders for the following schemes as set out in paragraph 2.3.1 of the report, and that authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to award contracts to the successful tenderers:
 - Clancarty Road – project management and design (up to £300,000)
 - Basuto Road – enabling works (up to £850,000)
 - Queensmill Special School – temporary facilities at Gibbs Green School (up to £300,000)
4. That approval be given to further develop proposals, including surveys, project management and design work, for Queensmill Special School and the Haven Respite Centre, as set out in paragraph. 2.3.2 of the report.
5. That approval be given to the suspension of the disposal of Fulham Cross Youth Centre for a period of two years to enable the relocation of the Contact Service, as set out in paragraph 2.3.3 of the report.
6. That approval be given to delegate the tender award for the enabling works at Fulham Cross Youth Centre to the Cabinet Member for Children's Services in consultation with the Director of Children's Services up to £100,000.

- 7. That approval be given to further develop feasibility studies in respect of securing additional capacity at St Stephens Primary School , Pope John Primary School, Bentworth Primary School and Burlington Danes Academy, as set out in paragraph 3.1 of the report.**
- 8. That approval be given to £1 million of in year capital funding being allocated to Sacred Heart High School to manage directly, as part of a contribution to the estimated capital project estimated to cost £2.5 million, to develop the recently vacated convent section of the school for enhanced provision.**
- 9. That approval be given to the allocation of £400,000 directly to Lady Margaret School as part of the Council's contribution to facilitate a bulge class in September 2012 as set out in paragraph. 3.1.5 of the report, and to support its longer term aspiration of increasing capacity.**
- 10. That approval be given to invite tenders for bulge classes at John Betts Primary and Brackenbury up to £250,000 per school subject to further feasibility work, and that authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to award contracts to the successful tenderer.**
- 11. That up to £100,000 of capital funding be allocated to supplement approved government funding, if necessary, to deliver the Studio School at the Fulham Education Federation from September 2012 as set out in paragraph 3.1.9 of the report, and that approval be given to invite tenders for the scheme and that authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to award contracts to the successful tenderer up to the total £700,000 allocation.**
- 12. That approval be given to the leasing of the Cambridge School site to West London Free School as set out in paragraph 3.1.10 of the report and that the Cabinet Member for Children's Services be authorised, in consultation with the Executive Director of Children's Services, to agree the final lease**

subject to government approvals.

- 13. That approval be given to develop proposals for the William Morris 6th form provision at the Dunstan Road Clinic building as set out in paragraph 3.1.11 of the report.**
- 14. That authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to finalise land transfers in accordance with statutory guidelines for Academy/Trust schools as set out in paragraph 3.4 of the report.**
- 15. That authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to approve projects for inclusion in the annual Revenue Maintenance Programme up to the remaining value of £835,000 with priority given to works that address issues of health and safety compliance, as set out in paragraph 3.5 of the report .**

1. BACKGROUND AND CONTEXT

- 1.1 The Council has a statutory responsibility to ensure the appropriate provision of school places for the residents that require them. The Council undertakes this responsibility in line with its Schools of Choice agenda, reflecting parents' wishes to access their preferred local school.
- 1.2 To date, the Council has managed to provide sufficient places in local schools despite the rapid growth in demand. Extra provision has been developed strategically to facilitate additional capacity at popular and high performing schools in line with parental and pupil preferences. A much higher proportion of families are now applying for maintained schools than in previous years.
- 1.3 Unfortunately, the Council has currently been unable to accommodate every child's school of choice. At Primary, for example, St Stephens had 74 first preferences from borough parents seeking access to the 30 available places.
- 1.4 The challenge for meeting parents first preferences is even greater at Secondary level. 258 children registered a first preference for Lady Margaret, with only 90 places being available. The school was able to offer an additional 30 bulge places but a full expansion of the school is not possible without significant capital investment.
- 1.5 On 3 November 2011, Government announced in-year funding of £500m nationally for 2011/12 to support Local Authorities in addressing the growing demand on school places. The Council received almost £15.1m grant funding from this allocation.
- 1.6 The Council has adopted a new transparent approach to capital allocation in order to unlock the creative potential which exists within our schools. The Cabinet Member for Children's Service wrote to all schools requesting expressions of interest and outline proposals for accessing this additional resource in line with the Council's Schools of Choice strategy and drive for excellence.
- 1.7 The Executive Director of Children's Services subsequently wrote to schools on 25 November 2011 to set out in more detail the timeline and priorities that schools were requested to bid against. Letters were sent back to schools indicating whether they were successful at the end of the Autumn Term.
- 1.8 This transparent process enabled schools to set out their future aspirations for the Council to reflect on. The bids were assessed against the following criteria:
 - Development of additional capacity to support the Councils Schools of Choice agenda (particular emphasis for this first round of bids was Primary provision in the Centre and North localities where the demand is greatest)
 - Progress and attainment

- Schools of choice
- Innovation
- Value for money
- Deliverability

- 1.9 The successful school bids have been incorporated as recommendations in this report.
- 1.10 The basic need requirements for the Council's 37 community schools (where the Council is the Landlord) equates to £22.8m over the next five years. The voluntary aided, foundation, trust and academy schools are the responsibility of their respective trustees. The detailed breakdown, following a comprehensive survey programme, of type of spend and the time profile is set out in Appendix 1. It should be noted that the borough deals with issues such as asbestos as a priority and spent £225k in 2010/11, from its revenue maintenance budget, updating its asbestos surveys and removing unwanted asbestos, as required.
- 1.11 Further government announcements were made on 13 December 2011 regarding the Provisional Capital Allocations for 2012/13. The Council's allocations are set out in Table 1 below. Figures for our partner boroughs have been provided for reference.
- 1.12 These allocations will be finalised in April 2012, following the national re-assessment of Academy conversions and the appropriate financial transfers required.
- 1.13 The Council is committed to running another bidding process for the additional grant funding in 2012/13. This process will enable schools to set out their long term vision of how the capital funding could be used to ensure the Council delivers its statutory responsibilities regarding schools places but also to ensure the continuous improvement of educational standards and outcomes and ensure the best use of school assets on a borough wide basis.

Table 1: Provisional capital allocations for 2012/13

Funding Stream	LBH&F £'000's	WCC £'000's	RBK&C £'000's	Description
Maintenance Funding	1,917	950	1,004	To address the need for capital spending on School Building Infrastructure
Basic Need	14,382	2,151	1,195	Funding to provide additional places in the Borough to meet the demand for school places
Directly allocated by Local Authorities	16,299	3,101	2,199	This is the resource that we direct
Devolved (to schools directly) Capital Funding Community Schools	293	149	153	This funding is devolved directly to community schools on the basis of a nationally set formula

Total LA (including Community Schools Devolved)	16,592	3,250	2,352	Total for the LA to use for its overall School Organisation Strategy
Voluntary Aided (VA) Schools Basic Need	749	1,384	921	Managed between the LA and the Dioceses to provide building infrastructure funding to VA schools
Devolved (to schools directly) Capital Funding VA ¹ schools	133	263	155	This funding is devolved directly to community schools on the basis of a nationally set formula
Totals for LA and its Schools	17,474	4,897	3,428	

- 1.14 On 21 March 2011, Cabinet adopted a strategy to allocate the £6.2m government funding available, plus the additional Council investment, to fund various expansion projects for 2011/12. This report provides an update on the progress of the schemes approved. In addition, the report recommends a number of new projects that will be funded by the in-year allocation of **£15.1m**. Cabinet will note a focus towards Primary provision in these recommendations, reflecting the pressure on demand locally.
- 1.15 The provisional capital allocation for 2012/13 (see Table 1 above) of **£16.3m** of Council directed grant, will be subject to a further report and recommendation to Cabinet in the Autumn, following the second round of bidding. It is expected that this report will offer a more holistic strategy for all types of schools and age ranges.
- 1.16 In addition, Cabinet should note the success of the Fulham Federation in identifying an opportunity to enhance its offer to young people through Studio School Provision. Following a successful bid process, the federation have been awarded a DfE capital grant of £600k to create a new Studio School Provision within the Henry Compton site. Subsequently, this positive development forms part of the schools organisation strategy and further supports the school of choice agenda.

Recommendation 1: That approval be given to the revised School Organisation Strategy, as set out in this report.

2. UPDATE ON PROJECTS PREVIOUSLY COMMITTED AND FURTHER RECOMMENDATIONS

- 2.1 The School Organisation Strategy approved by Cabinet in March 2011 approved the delivery of a number of projects.
- 2.2 The following projects have been, or are close to being completed, with no further decision required by Cabinet:

¹ Includes Foundation Schools

2.2.1 **Cambridge Relocation to Bryony Centre**

This project has been completed on time and under budget.

2.2.2 **Old Oak Expansion to 2FE**

This project currently under construction with expected completion April 2012.

2.3 The following projects require further decision by Cabinet and a number of recommendations have been listed below:

2.3.1 **Holy Cross Expansion and Bi-lingual Project**

As part of the strategy, consulted on in summer 2011, to deliver the collective needs of Holy Cross, the Lycee and the bi-lingual partnership, the project scope has been developed.

The current plan is to incorporate infant French provision and infant bi-lingual provision on the Basuto Road site and Holy Cross and junior Lycee and junior bi-lingual to be delivered on the Clancarty Road site.

The intended site swap is scheduled for September 2014 and is interlinked with the Queensmill development.

Queensmill school have requested that, in order to assist in the development and avoid disruption and noise impact on autistic children, the Council explore relocation of the primary provision to their secondary provision, hosted at Gibbs Green. This proposal is supported by Officers as it will significantly de-risk both the Holy Cross expansion and reduce pressure on the Queensmill project.

To facilitate the Holy Cross expansion to 2FE from September 2012, the diocese, who are leading the project management, have submitted a planning application to increase the teaching capacity through a modest on-site development.

The Council is leading the design works for the Clancarty Road site and approval is sought to develop proposals to facilitate a tender process through the LHC framework for the following services:

- the project management and design works through Stage D and Stage E (in preparation for tender) for Clancarty Road up to £300k
- The enabling works on Basuto Road for the capacity required as part of the Holy Cross / Bi-lingual project up to £850k
- The request from Queensmill Special school to develop temporary facilities at Gibbs Green school that will enable the possible re-location of the Primary aspects of Queensmill Special school on the single site up to £300k.

This funding allocation is within the previously allocated funds for this project as set out in the Schools Organisation Strategy for 2011.

Recommendation 2: That approval be given to develop the proposals to facilitate a tender process for the relocation of Holy Cross to the Clancarty Road site and the subsequent relocation of the infant bilingual provision to Basuto Road, as set out in paragraph 2.3.1 of the report

Recommendation 3: That approval be given to further develop proposals and to invite tenders for the following schemes as set out in paragraph 2.3.1 of the report, and that authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to award contracts to the successful tenderers:

- Clancarty Road – project management and design (up to £300,000)
- Basuto Road – enabling works (up to £850,000)
- Queensmill Special School – temporary facilities at Gibbs Green School (up to £300,000)

2.3.2 **Queensmill Relocation**

This project involves co-location with Haven Respite Centre ('Haven') currently under design with target delivery date of September 2014.

Further work is required to develop the proposals, including surveys, project management and design work, for Queensmill Special School and the Haven Respite Care Service that will need to be tendered for. The results of the tender process will be subject to a future Cabinet Report and decision.

Recommendation 4: That approval be given to further develop proposals, including surveys, project management and design work, for Queensmill Special School and the Haven Respite Centre as set out in paragraph 2.3.2 of the report.

2.3.3 **Dalling Road refurbishment**

The Haven service successfully relocated to Dalling Road in February 2012. To enable the demolition to commence on the future Queensmill/Haven site, the Contact Service at Askham Centre will need to relocate. The originally intended decant site at 11 Farm Lane is no longer available due to broader regeneration proposals. The only suitable site for relocation of this service is Fulham Cross Youth Centre, which is currently scheduled for disposal. A procurement process is in place for works to enable this decant, subject to approval to suspend the disposal of this site for two years.

Recommendation 5: That approval be given to the suspension of the disposal of Fulham Cross Youth Centre for a period of two years to enable the relocation of the Contact Service as set out in paragraph 2.3.3 of the report.

Recommendation 6: That approval be given to delegate the tender award for the enabling works at Fulham Cross Youth Centre to the

Cabinet Member for Children's Services in consultation with the Director of Children's Services up to £100,000.

3. NEW PROJECTS

3.1 The recent schools bidding process, to allocate the additional in-year capital grant of £15.1m, has identified the following schemes. These proposals address the need for additional capacity whilst supporting the Council's Schools of Choice strategy:

3.1.1 **Expansion of St Stephens Primary School**

Expansion from 1FE to 2FE of a successful school which is popular with parents. The proposals require acquisition by the Diocese of adjoining private land which has been agreed in principle with the owners.

3.1.2 **Expansion of Pope John Primary School**

Expansion from 1FE to 2FE of a successful school which is popular with parents. The proposals require acquisition by the Diocese of adjoining Council owned land adjacent to the White City Area Housing Office.

3.1.3 **Creation of Primary Provision at the Burlington Danes Academy**

Provision of 1FE primary provision, future-proofed to enable expansion to 2FE if future demand is demonstrated.

3.1.4 **Creation of improved facilities at Bentworth School**

The school submitted an innovative bid that officers wish to further explore to address capacity issues at the school.

Recommendation 7: That approval be given to further develop feasibility studies in respect of securing additional capacity at St Stephens Primary School, Pope John Primary School and Burlington Danes Academy, and explore further strategies to deliver enhanced facilities at Bentworth as set out in paragraph 3.1 of the report.

3.1.5 **Sacred Heart High School Building Expansion (Sixth Form Provision)**

Remodelling of former Convent accommodation to provide 11 classrooms in support of additional 1FE and 6th Form. The priority for this enhanced provision is 6th form provision, subject to government decisions. If this proves unsuccessful the funding will provide increased opportunities for 11-16 provision at the school.

Recommendation 8: That approval be given to £1 million of in year capital funding being allocated to Sacred Heart High School to manage directly, as part of a contribution to the estimated capital project estimated to cost £2.5 million, to develop the recently vacated convent section of the school for enhanced provision.

3.1.6 **Lady Margaret Bulge Class**

A standalone classroom that is part of a wider proposal to expand to 4FE in the future.

Recommendation 9: That approval be given to the allocation of £400,000 directly to Lady Margaret school as part of the Council's contribution to facilitate a bulge class in September 2012 as set out in paragraph. 3.1.5 of the report and to support its longer term aspiration of increasing capacity.

3.1.7 **John Betts Primary Bulge Class**

As part of a wider proposal to improve accommodation at this successful and popular school. The bulge class will help address demand for places in the centre of the borough.

3.1.8 **Brackenburg Bulge Class**

This bulge class will help to address demand for places in the centre of the borough.

Recommendation 10: That approval be given to invite tenders for bulge classes at John Betts Primary and Brackenburg up to £250,000 per school subject to further feasibility work, and that authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to award contracts to the successful tenderer.

3.1.9 **Creation of Studio School for the Fulham Education Federation**
(capital funded by DfE)

As the federated school has moved to trust status, completion of the statutory requirement to transfer the capital asset (land and buildings) from Council to trustees is a requirement of PfS funding. Project proposals are being developed with PfS to deliver vocational facilities in the City Learning Centre building by September 2012.

Recommendation 11: Following the successful bid for government funding of £600k (see 1.16), to allocate a further provision of up to £100k to supplement the government funding if necessary from the Council's capital, to deliver the Studio School at the Fulham Education Federation from September 2012, and that approval be given to invite tenders for the scheme and that authority be delegated to the Cabinet Member for Children's Services, in consultation with the Executive Director of Children's Services, to award contracts to the successful tenderer up to the total £700,000 allocation.

3.1.10 **West London Free Schools (WLFS) Primary Bid** (capital funded by DfE)

The Council has previously identified the need for additional Primary school places. These calculations have been revisited in this report (see section 5 for detailed information).

Subject to a successful bid from WLFS to DfE, the funding for the capital build of a new Free School will be provided by additional government allocations. The Council, in line with the creation of maintained/ Academy schools, will be required to provide PfS with assurance of the long term security of the site. To enable the delivery of the required 2FE Primary provision, the Council will need to provide a long term lease (in line with current Academy

regulations). Otherwise, the Council, without a successful WLFS bid, would have to identify alternative proposals to deliver the increased capacity.

It is envisaged that the former Cambridge School site, currently being occupied on a temporary basis by WLFS secondary, would be the ideal location to enable WLFS to extend its offer into Primary provision. This would also enable the Council to discharge its statutory responsibilities. This will be possible when the WLFS secondary provision moves to its permanent location at Palingswick House, which is currently planned for September 2013.

Recommendation 12: That approval be given to the leasing of the Cambridge School site to West London Free School as set out in paragraph 3.1.10 of the report and that the Cabinet Member for Children's Services be authorised, in consultation with the Executive Director of Children's Services, to agree the final lease subject to government approvals.

3.1.11 **William Morris**

The longer term strategy for Dunstan Road Clinic is to relocate the existing disabled children's service to a more suitable location. As this property becomes available it could be developed to contribute to the delivery of services at William Morris 6th Form to further enhance the offer available to 16-19 students. Agreement to this arrangement would be subject to the school coming forward with a clear and viable plan for its future development.

Recommendation 13: That approval be given to develop proposals for the William Morris 6th form provision at the Dunstan Road Clinic building as set out in paragraph 3.1.10 of the report.

3.2 The process for development of existing commitments and new projects has been recommended below.

3.2.1 Officers to carry out further works with schools and Dioceses to establish robust costings, and viability in terms of planning and timescales,

3.2.2 A case by case decision by Cabinet Member for Children's Services, in consultation with Executive Director of Children's Services and informed by project development process, to:

- Delegate agreed funding direct to schools to procure and deliver projects.
- Use existing Council frameworks for design, procurement and project management services to deliver projects.
- Procure bespoke teams best positioned to deliver project requirements for design, procurement and project management services to deliver projects.

3.2.3 On all schemes, the Cabinet Member for Children's Services, in consultation with Executive Director Children's Services, to have authority to vary scheme, scope and values on the basis of professional input from the project development process. Within

the constraints set out by Cabinet, and where appropriate subject to future Cabinet decision.

- 3.3 It is expected that the combined costs of these schemes can be contained within the £15m envelope available. If some additional funds are required these can be drawn from the further £16,299,000 available for 2012/13 which has not been committed at this stage.
- 3.4 Were school organisation proposals or schools individual proposals incorporate the school moving to foundation/ Academy or trust status, it is a statutory requirement to transfer the capital asset (land and buildings) to the trustees.

Recommendation 14: That authority be delegated to the Cabinet Member for Children’s Services, in consultation with the Executive Director of Children’s Services, to finalise land transfers in accordance with statutory guidelines for Academy/Trust schools as set out in paragraph 3.4 of the report.

- 3.5 The Council, as part of its revenue budget, has allocated £1.335m to the schools Revenue Maintenance programme. £0.5m of this is committed on ongoing spending incorporating existing health and safety projects such as asbestos removals, mechanical and electrical testing etc.

Recommendation 15: That authority be delegated to the Cabinet Member for Children’s Services, in consultation with the Executive Director of Children’s Services, to approve projects for inclusion in the annual Revenue Maintenance Programme up to the remaining value of £835,000 with priority given to works that address issues of health and safety compliance, as set out in paragraph 3.5 of the report.

4. FUNDING MODEL AND ASSUMPTIONS

- 4.1 The anticipated funding for Children’s Services to deliver the new projects listed in Section 3 of this report is made up as follows:

Table 2: Funding Model

Grant funding	Allocation (£)
Additional DfE Capital Grant 2011/12	15,071,565
Studio School capital grant (pending final costs)	600,000
TOTAL:	15, 671,565

- 4.2 In addition to the schemes for approval, detailed in 3.1 above, there is a commitment of £1,335,000 for Revenue Maintenance Programme schemes.
- 4.3 The process for final allocation of funding to projects provides authority to the Cabinet Member for Children’s Services, in consultation with the Executive Director of Children’s Services, to vary scheme scope and values to meet the available funding envelope

- 4.4 The assumptions associated with this funding model are:
- No developers' contributions (Section 106) from new developments have been included
 - The Revenue Maintenance programme commitment is £1,335,000 (for health and safety and other non-avoidable projects)
- 4.5 Once the bid process for the capital schemes against the 2012/13 allocation is completed, another report will be submitted to Cabinet, making recommendations for the next stage of the capital programme. This bid process will ensure there is adequate maintenance of existing stock. Stock surveys have already been completed for all Community schools. The results are being discussed with schools and, alongside the bidding process, will inform the development of the revised programme. This revised programme will be part of the future recommendations to Cabinet, contingent upon subsequent capital allocations from the Government.

5. DATA TO SUBSTANTIATE RECOMMENDATIONS

- 5.1 This section of the report has been included to illustrate the key pupil place planning issues that have informed the recommended proposals.
- 5.2 **Primary Sector**
In line with the rest of London, the Council has seen a significant increase in demand for Primary school places. The proposed factors which have affecting this demand are:
- Increasing birth rates, as detailed in this report
 - Fewer families moving out of the borough as their children get older
 - More families expressing a preference for the maintained sector for their child's education
 - New housing developments in the borough producing a 'child yield'
- 5.3 In Hammersmith and Fulham, the growing preference for the maintained sector has been driven by the Council's Schools of Choice strategy, as well as the prevailing economic circumstances.
- 5.4 The challenge for the Council is to make adequate predictions of demand to ensure that there is sufficient capacity available. The approach adopted by the Council to forecast demand is to consider the historical requirements alongside contemporary factors and the strategy to develop those schools where parents have demonstrated a preference.
- 5.5 The recent changes to the Local Housing Allowances will potentially impact on some families within the borough. Officers are working with

colleagues across the Council to further model the potential impact for borough residents. Given the current demand levels and predicted growth in birth rates officers do not believe the proposals will have a material impact on the place planning set out in this report.

- 5.6 The pressure on Primary places is particularly concentrated in the North and centre of the borough (as defined by the Locality areas). Table 2, below, shows the sum total of applications, by Ward, received by the Council and the total number of offers made, including to out-borough pupils.² The table demonstrates, that on a purely crude assessment, if every child in the South of the borough had made their preference for a maintained school they would have been accommodated.
- 5.7 This is not the case in the north (69 places short) and centre (64 places short) of the borough where the Council would effectively be unable to accommodate the demand. There are additional pressures on places in the north and centre of the borough due to out-borough applications. In 2011 there were a further 48 out-borough applications in the north and 86 in the Centre, compared to only 30 in the South. This challenge becomes further compounded by the location of several schools in the north and centre locality being very close to the borough boundaries.
- 5.8 The data used in Table 2, includes all applications (including late applications) to Primary schools in the borough. Previous Cabinet tables have referenced on time data for comparison and to demonstrate the increasing trends on primary demand.

Table 2: Total Primary Applications including late submissions

WARD / LOCALITY	2010	2011	2010/11 Average	Provision Sept 2012	Proposed Provision Sept 2014
College Park and Old Oak	122	121	122	120	150
Shepherd's Bush Green	87	120	104	60	90
Wormholt and White City	203	204	204	180	210
NORTH	412	445	429	360	450
Addison	71	105	88	120	120
Askew	161	159	160	120	120
Avonmore and Brook Green	95	70	83	90	90
Hammersmith Broadway	132	108	120	90	150
Ravenscourt Park	127	120	124	90	90

² Note the Greenwich Judgement precludes Local Authorities from using Borough Boundaries as a determining factor for Admissions Criteria, therefore with the profile of LBHF many children in neighbouring boroughs have preferential access to schools close to the borders on distance criteria.

CENTRE	586	562	574	510	570
Fulham	62	66	64	180	180
Broadway					
Fulham Reach	74	71	73	60	60
Munster	76	76	76	0	0
North End	83	97	90	45	45
Palace	43	54	49	60	60
Riverside					
Parsons Green and Walham	45	52	49	88	88
Sands End	153	136	145	105	105
Town	77	93	85	90	90
SOUTH	613	645	629	628	628
LBHF TOTAL	1,611	1,652	1,632	1,498	1,648
Preferences made for Out Borough ³	(65)	(80)	(73)		
Less Mobility	(161)	(177)	(169)		
Offers made to Borough Pupils	1,385	1,395	1,390		
Plus Offers made to Out-Borough Pupils	77	117	97		
Total Places required / taken up	1,462	1,512	1,487		
Places made available	1,543	1,543			
Surplus capacity percentage surplus capacity	81	31			
	5.2%	2.0%			

5.9 In the schools organisation strategy in 2011, it was assumed that 1,603 places would be made available. This included 90 free school places (subsequently reduced to 30 at Ark Conway) and 90 places through bulge classes that were provided at:

- Good Shepherd RC Primary School
- Wormholt Park Primary
- Flora Gardens Primary school

5.10 This provided a total of 1,543 places. Of the bulge provision, 60 places were created in the North of the borough and 30 in the centre. The reduction in capacity was managed, however the final offers made for 2011 were 1,512 (including out-borough pupils), leaving very little capacity in the system for additional in-year admissions.

5.11 The Council had assumed that 1,515 net offers would be made to residents seeking a borough school. This calculation was based on the assumption that some parents would ultimately move out of the borough after stating their preferences, some parents would making a first preference outside the borough, and that some parents, failing to get their respective school choices, would move to independent

³ 2007,2009 parents usually applied directly to the borough where the place was sought not via LBHF

provision. However, the final numbers showed net offers to borough parents of 1,395. 120 parents were not made an offer as they withdrew their application in favour of independent provision. These are included in the mobility figures in Table 2.

- 5.12 There was also an increase in out-borough pupils applying to Hammersmith and Fulham schools and ultimately being allocated a place (applications were 164 and final places allocated were 117 against previous estimates of 85 places).
- 5.13 These trends have been reflected in the projections moving forward. The projections now assume 75 places for out-borough schools as a first preference for our residents and mobility of 150 to reflect those families who either leave the borough or opt for independent provision. The Council is committed to reducing migration to independent schools and is confident in its schools of choice strategy to further convince parents to choose maintained schools within the borough.
- 5.14 Table 3 sets out the required places for the next few years. It identifies the need for additional capacity, as set out in the proposals contained within this report. It also identifies the need for potentially 60 bulge places for September 2012. The current proposals assume this would be developed with Brackenbury and John Betts. If there are deliverability issues within either of these schools then a further school will be identified as required.

Table 3: The demand assumptions for future provision for primary school places⁴

	2011 Baseline	2012 Estimated demand	2013 Estimated demand	2014 Estimated demand	2015 Estimated demand
Birth Rates	2,774	2,696	2,734	2,841	2,773
Percentage of birth rates	60%	61%	62%	62%	62%
Gross demand	1,652	1,631	1,695	1,761	1,719
Assumed reduction for children seeking schools in other boroughs	(80)	(75)	(75)	(75)	(75)
In-Borough demand	1,572	1,556	1,620	1,686	1,644
Mobility and parent preference to independent schools	(177)	(150)	(150)	(150)	(150)
Total Places required for in-borough pupils	1,395	1,406	1,470	1,536	1,494

⁴ 2012 includes the previously planned expansions of Old Oak (15) , Holy Cross (30); 2013 includes the proposed expansions of St Stephens (30) / West London Free School (60) Pope John (30); 2014 includes the planned expansion of Burlington Danes Academy (30)

The planned bulge classes are Brackenbury and John Betts both over-subscribed schools who have expressed an interest in supporting bulge classes for 2012 or 2013, subject to deliverability.

Plus required places for out-borough demand	117	110	110	110	110
Total Places planned	1,512	1,516	1,580	1,646	1,604
Permanent Places available	1,453	1,498	1,618	1,648	1,648
Bulge Classes	90	60	0	30 (tbc)	0
Total Places made available	1,543	1,558	1,618	1,678	1,648
Surplus capacity	31	42	38	32	44
Percentage surplus capacity	2.0%	2.7%	2.3%	1.9%	2.7%

5.15 **Secondary Sector**

The vision for secondary education was set out in the Schools for Choice strategy.

5.16 The demand for secondary places has increased, creating a need to develop capacity within borough secondary maintained schools. Furthermore, the population of children of secondary age is projected to rise in line with the secondary projections data presented in the March 2011 School Organisation Strategy.

5.17 Beyond population changes, performance is seen as the biggest single influence on parental choice for secondary provision.

5.18 Every secondary school in Hammersmith & Fulham is now rated either “Good” or “Outstanding” by Ofsted. The authority is rated second in Inner London for the percentage of 5 GCSEs gained at A*-C, including English and Maths, and the top performing Borough in Inner London applying the English Baccalaureate standard.

5.19 Demand over recent years has been increasing consistently in line with expectations, and there is significant pressure for Year 7 places (currently only one school has additional capacity available in Year 7).

5.20 The introduction of the West London Free School and the Hammersmith Academy in September 2011 have further enriched the offer to local families.

6. **RISK MANAGEMENT**

6.1 The approach to risk management for this strategy mirrors the corporate approach and, as such, inherent risks are identified and given a rating based on the potential impact of that risk multiplied by the likelihood of it happening. All risks are quantified by using a standard 5 x 5 form of measurement, therefore if a risk has a very high likelihood and a very high impact it will have a combined rating of 25. As part of the ongoing risk management strategy, mitigation is identified in the risk register.

6.2 A risk register will be compiled by means of a risk workshop with input from key stakeholders. Ongoing risk management and monitoring of mitigation controls will be the responsibility of the project manager, in liaison with individual risk owners.

7. COMMENTS OF THE EXECUTIVE DIRECTOR OF FINANCE AND CORPORATE GOVERNANCE

- 7.1 Cabinet were presented with a report on the School Organisation Strategy 2011/12 on the 21st March 2011. The report sought and received approval for priority schemes. The spends on these schemes are monitored and reported to members through the monthly corporate capital monitor. A brief update on the progress of these schemes are presented in section 2 above.
- 7.2 On the 3 November 2011, the government announced increased 2011/12 capital funding of £15.072m to the council to address the need in managing shortfalls in providing pupil places. This report seeks approval for the allocation of this fund to the following priority areas :-

Scheme	Amount	Funds delegated
Expansion of St Stephens Primary School (Paragraph 3.1.1)	£0.250m	Yes
Expansion of Pope John Primary School (Paragraph 3.1.2)	£0.250m	Yes
Primary provision at Burlington Danes Academy (Paragraph 3.1.3)	£0.250m	Yes
Creation of improved facilities at Bentworth School (Paragraph 3.1.4)	£0.250m	No
Sacred Heart High School Building Expansion (Paragraph 3.1.5)	£1.000m	Yes
Lady Margaret Bulge Class (Paragraph 3.1.6)	£0.400m	Yes
John Betts Primary Bulge Class (Paragraph 3.1.7)	£0.250m	Yes
Brackenbury Bulge Class (Paragraph 3.1.8)	£0.250m	No
Creation of Studio School at Henry Compton site. (£0.600m – DfE Grant) (Paragraph 3.1.9)	£0.100m	No
Total Allocation	£3.000m	

In the case of Academies and Voluntary Aided Schools – namely where the school commission and undertake their own capital expenditure – the proposed capital expenditure from the Council's point of view is tantamount to making a grant. As such, in these cases, this report is seeking approval to pass this money over to the school. These are marked as funds to be delegated in the above table.

In the case of Community Schools – where the Council commissions and undertakes capital expenditure on behalf of schools - this report seeks Cabinet approval to go to tender on these projects and that power be delegated to the lead cabinet member to subsequently award contracts. As per the Constitution, this delegated power cannot exceed £1million. In the event that any contract exceeds £1million further cabinet approval would be required. These are marked as funds not to be delegated in the above table.

It should be noted that there is a balance of £12.072m that is yet to be specifically allocated to named schemes, once a decision has been

reached on how these funds will be allocated, Cabinet approval will be required in order for the schemes to progress.

- 7.3 On 13 December 2011, the government announced a provisional Capital Allocation of £16.299m to the Council. This allocation will be finalised in April 2012, following the national re - assessment of Academy conversions and the appropriate financial transfers required. A further report will be presented to members to seek approval on the allocation of this fund.
- 7.4 The Executive Director has considered these proposals and notes that they are contained within the Council's Revenue and Capital Strategies. The potential delay in the receipt from Fulham Youth Centre will be accommodated within existing strategies.

8. EQUALITY IMPLICATIONS

- 8.1 The proposals set out in this strategy will increase the opportunity for children in the borough to access education and further deliver the Council's Schools of Choice agenda.
- 8.2 The Equality Impact Assessment (EIA) for the School Organisation Strategy 2011 was completed on 11 February 2011. The full report can be found in the background papers. An updated EIA, considering the proposals in this report has been provided at Appendix 2.
- 8.3 The EIA followed our consultation on the plans for the transformation of secondary education in the borough that took place from 21 April 2008 to 9 June 2008, our subsequent Predictive Equality Impact Assessment (PEIA) in June 2008 and our SEN consultation that took place from 24 November 2008 to 19 January 2009, with a further subsequent Predictive Equality Impact Assessment (PEIA) in February 2009.

9. COMMENTS OF THE ASSISTANT DIRECTOR (LEGAL AND DEMOCRATIC SERVICES)

- 9.1 The Assistant Director (Legal and Democratic Services) has been consulted and notes that the Recommendations outlined in this report appear to be lawful recommendations which may be taken by the Cabinet Member for Children's Services. A number of these may require statutory proposals at a later date, in the case of the Studio School (recommendation 11) statutory proposals have already been submitted.

LOCAL GOVERNMENT ACT 2000 **LIST OF BACKGROUND PAPERS**

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department / Location
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1	School Organisation Strategy Cabinet 21 ^{March} 2011	X3768	Children's Services
2	School Condition Surveys	X3768	Children's Services
Responsible officer: Andy Rennison x. 3768			

Appendix 1

TYPE	Category	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
Nursery	External Works	50,000	119,800				169,800
	Roofs	18,000		2,300			20,300
	Sanitary & Drainage	500					500
	Mechanical & Electrical	31,250	199,500	26,000			256,750
	External Windows & Doors	1,200	16,200		16,000		33,400
	Internal Works	1,000	2,000			18,000	21,000
Nursery Total		101,950	337,500	28,300	16,000	18,000	501,750
Primary	External Works	193,000	858,250	818,500	124,600	150,650	2,145,000
	Roofs	951,700	585,000	195,500	132,250	361,000	2,225,450
	Sanitary & Drainage	263,200	233,000	45,650	67,000	77,000	685,850
	Mechanical & Electrical	360,300	1,519,250	1,521,500	738,400	1,052,910	5,192,360
	External Windows & Doors	154,500	599,370	803,000	258,900	210,000	2,035,770
	Internal Works	146,400	570,150	158,150	72,400	279,800	1,226,900
Primary Total		2,069,100	4,365,020	3,542,300	1,393,550	2,141,460	13,511,330
Secondary	External Works	56,800	533,000	19,000	105,000		713,800
	Roofs	141,000	495,000	2,000	4,000	500	642,500
	Sanitary & Drainage	1,000	67,800	225,000	15,500	12,000	321,300
	Mechanical & Electrical	35,000	1,599,000	505,000	635,200	1,481,000	4,255,200
	External Windows & Doors	5,000	141,500	2,200	50,000	30,000	228,700
	Internal Works	28,000	149,900		119,600		297,500
Secondary Total		266,800	2,986,200	753,200	929,300	1,523,500	6,459,000
Special	External Works	29,800	143,000	140,000	12,000	20,000	344,800
	Roofs	37,100	417,900	85,500		147,000	687,500
	Sanitary & Drainage	2,500	38,000	55,000	20,000	15,250	130,750
	Mechanical & Electrical	356,500	62,500	27,000	45,000	205,000	696,000
	External Windows & Doors	112,350	103,000	10,000			225,350
	Internal Works	1,000	20,000	230,000	15,000	20,000	286,000
Special Total		539,250	784,400	547,500	92,000	407,250	2,370,400
Grand Total		2,977,100	8,473,120	4,871,300	2,430,850	4,090,210	22,842,480

Schools where the Council has Landlord responsibilities and contained within the condition survey above:

Nursery	Bayonne		Primary	Addison		
Nursery	James Lee		Primary	Bentworth		
Nursery	Randolph Beresford EYC		Primary	Brackenbury		
Nursery	Vanessa		Primary	Flora Gardens		
			Primary	Fulham Primary		
			Primary	Greenside		
Secondary	Henry Compton		Primary	Kenmont		
Secondary	Hurlingham & Chelsea		Primary	Langford		
Secondary	Phoenix High		Primary	Lena Gardens		
			Primary	Melcombe		
			Primary	Miles Coverdale		
Special	Bridge Academy		Primary	Normand Croft		
Special	Jack Tizard		Primary	Old Oak		
Special	Queensmill		Primary	Queens Manor		
Special	Queensmill Secondary		Primary	Sulivan		
Special	Woodlane High		Primary	Wendell Park		
			Primary	Wormholt Park		

Equality Impact Analysis Full Tool with Guidance Appendix 2

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one– with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you analyse decisions of high relevance to equality, and/or of high public interest.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report (section 08 of this tool) and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Full Equality Impact Analysis Tool

<u>Overall Information</u>	<u>Details of Full Equality Impact Analysis</u>
<u>Financial Year and Quarter</u>	<u>2012/2013</u>
<u>Name and details of policy, strategy, function, project, activity, or programme</u>	<p>School Organisation Report</p> <p>The School Organisation Strategy is to address the inadequate capacity issues within our primary, secondary and special schools</p>
<u>Lead Officer</u>	<p><u>Name: Andy Rennison</u> <u>Position: Assistant Director of Schools Funding & Capital Programme</u> <u>Email: andy.rennison@lbhf.gov.uk</u> <u>Telephone No: 020 8753 3768</u></p>
<u>Date of completion of final EIA</u>	<u>15.02.2012</u>

<u>Section 02</u>	<u>Scoping of Full EIA</u>
<u>Plan for completion</u>	<p><u>Timing: To be agreed at Cabinet 5th March 2012</u> <u>Resources</u> <u>Lead Officer: Andy Rennison</u></p>
<u>What is the policy, strategy, function, project, activity, or programme looking to achieve?</u>	<p>The School Organisation Strategy is to address the inadequate capacity issues within our primary, secondary and special schools.</p> <p>The objective of the School Organisation Strategy will be to meet the aspirations of parents/pupils within the borough, within a constrained financial budget. This plan is already described as part of the Council's strategy to deliver its schools of choice agenda.</p> <p>The proposal of the School Organisation Strategy has a positive impact on all the residents of Hammersmith and Fulham, with children of school age.</p>

The strands that it is intended will benefit from the strategy are:

Age	At present, Age does not apply to under 18s and so this protected characteristic is not relevant. Assessment under age-related issues is given under Children's Rights (below)	N/A	N/A																																																
Disability	<p>The strategy will be of high relevance to, and have a positive impact on disabled children, which will be delivered through the enhanced offer for children with Special Educational Needs (SEN). This will be delivered through the offer of a fully integrated primary to secondary curriculum on one site for children with autism as part of the Queensmill relocation.</p> <p>In addition to Queensmill, the SEN profile for the additional schools affected by the strategy compared to the maintained schools average has been included.</p> <table border="1" data-bbox="739 813 1892 1377"> <thead> <tr> <th data-bbox="739 813 884 1037">Special Educational Needs information</th> <th data-bbox="884 813 1019 1037">Children attending maintained schools (OCTOBER 2011/12 CENSUS)</th> <th data-bbox="1019 813 1164 1037">St Stephens Primary School</th> <th data-bbox="1164 813 1310 1037">Pope John Primary School</th> <th data-bbox="1310 813 1456 1037">Sacred Heart High School</th> <th data-bbox="1456 813 1601 1037">Lady Margaret</th> <th data-bbox="1601 813 1747 1037">John Betts Primary</th> <th data-bbox="1747 813 1892 1037">Brackenbury</th> </tr> </thead> <tbody> <tr> <td data-bbox="739 1037 884 1069">Non-SEN</td> <td data-bbox="884 1037 1019 1069">76.2%</td> <td data-bbox="1019 1037 1164 1069">87.1%</td> <td data-bbox="1164 1037 1310 1069">58.5%</td> <td data-bbox="1310 1037 1456 1069">89.2%</td> <td data-bbox="1456 1037 1601 1069">91.3%</td> <td data-bbox="1601 1037 1747 1069">80.8%</td> <td data-bbox="1747 1037 1892 1069">85.5%</td> </tr> <tr> <td data-bbox="739 1069 884 1101">School Action</td> <td data-bbox="884 1069 1019 1101">13.0%</td> <td data-bbox="1019 1069 1164 1101">8.7%</td> <td data-bbox="1164 1069 1310 1101">27.2%</td> <td data-bbox="1310 1069 1456 1101">8.9%</td> <td data-bbox="1456 1069 1601 1101">4.5%</td> <td data-bbox="1601 1069 1747 1101">10.4%</td> <td data-bbox="1747 1069 1892 1101">10.3%</td> </tr> <tr> <td data-bbox="739 1101 884 1133">School Action+</td> <td data-bbox="884 1101 1019 1133">7.3%</td> <td data-bbox="1019 1101 1164 1133">2.3%</td> <td data-bbox="1164 1101 1310 1133">13.6%</td> <td data-bbox="1310 1101 1456 1133">1.3%</td> <td data-bbox="1456 1101 1601 1133">1.7%</td> <td data-bbox="1601 1101 1747 1133">7.3%</td> <td data-bbox="1747 1101 1892 1133">2.5%</td> </tr> <tr> <td data-bbox="739 1133 884 1165">Statement</td> <td data-bbox="884 1133 1019 1165">3.5%</td> <td data-bbox="1019 1133 1164 1165">1.9%</td> <td data-bbox="1164 1133 1310 1165">0.8%</td> <td data-bbox="1310 1133 1456 1165">0.6%</td> <td data-bbox="1456 1133 1601 1165">2.4%</td> <td data-bbox="1601 1133 1747 1165">1.6%</td> <td data-bbox="1747 1133 1892 1165">1.7%</td> </tr> <tr> <td data-bbox="739 1165 884 1377">COMMENTS</td> <td data-bbox="884 1165 1019 1377"></td> <td data-bbox="1019 1165 1164 1377">There is slightly greater number of non-SEN</td> <td data-bbox="1164 1165 1310 1377">There is a greater number of SEN children</td> <td data-bbox="1310 1165 1456 1377">There is slightly greater number of non-SEN</td> <td data-bbox="1456 1165 1601 1377">There is a greater number of non-SEN children</td> <td data-bbox="1601 1165 1747 1377">There is slightly greater number of non-SEN</td> <td data-bbox="1747 1165 1892 1377">There is slightly greater number of non-SEN</td> </tr> </tbody> </table>	Special Educational Needs information	Children attending maintained schools (OCTOBER 2011/12 CENSUS)	St Stephens Primary School	Pope John Primary School	Sacred Heart High School	Lady Margaret	John Betts Primary	Brackenbury	Non-SEN	76.2%	87.1%	58.5%	89.2%	91.3%	80.8%	85.5%	School Action	13.0%	8.7%	27.2%	8.9%	4.5%	10.4%	10.3%	School Action+	7.3%	2.3%	13.6%	1.3%	1.7%	7.3%	2.5%	Statement	3.5%	1.9%	0.8%	0.6%	2.4%	1.6%	1.7%	COMMENTS		There is slightly greater number of non-SEN	There is a greater number of SEN children	There is slightly greater number of non-SEN	There is a greater number of non-SEN children	There is slightly greater number of non-SEN	There is slightly greater number of non-SEN	M	+
Special Educational Needs information	Children attending maintained schools (OCTOBER 2011/12 CENSUS)	St Stephens Primary School	Pope John Primary School	Sacred Heart High School	Lady Margaret	John Betts Primary	Brackenbury																																												
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				<p>children than the schools average. The strategy to expand St Stephens Primary is an all encompassing strategy for all learners in the borough regardless of disability. Given the existing SEN profile, if the school continues to attract a similar profile of students, there is likely to be a neutral benefit for SEN groups.</p>	<p>that the schools average. The strategy to expand Pope John Primary is an all encompassing strategy for all learners in the borough regardless of disability. Given the existing SEN profile, if the school continues to attract a similar profile of students, there is likely to be a slight positive benefit for SEN groups.</p>	<p>children than the schools average. The strategy to expand Sacred Heart High Schools is an all encompassing strategy for all learners in the borough regardless of disability. Given the existing SEN profile, if the school continues to attract a similar profile of students, there is likely to be a neutral benefit for SEN groups.</p>	<p>than the schools average. The strategy for the Lady Margaret bulge class is an all encompassing strategy for all learners in the borough regardless of disability. Given the existing SEN profile, if the school continues to attract a similar profile of students, there is likely to be a neutral benefit for SEN groups.</p>	<p>children than the schools average. The strategy for the John Betts primary bulge class is an all encompassing strategy for all learners in the borough regardless of disability. Given the existing SEN profile, if the school continues to attract a similar profile of students, there is likely to be a neutral benefit for SEN groups.</p>	<p>children than the schools average. The strategy for the Brackenbury primary bulge class is an all encompassing strategy for all learners in the borough regardless of disability. Given the existing SEN profile, if the school continues to attract a similar profile of students, there is likely to be a neutral benefit for SEN groups.</p>		
	<p>Only one of the schools identified for expansion within the strategy has a higher SEN profile than the schools average. As a result some neutral benefits have been identified. Despite this, officers have concluded that overall the strategy has a positive impact on disability as the strategy will offer of a fully integrated primary to</p>										

	secondary curriculum on one site for children with autism as part of the Queensmill relocation. This will have a positive impact on SEN groups.		
Gender reassignment	The strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools.	N/A	N/A
Marriage and Civil Partnership	This is not applicable as the Strategy is not seeking to provide a service to married people or civil partners. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged. Under the Admissions Code. the Admissions Criteria could not ask for marital status to be declared.	N/A	N/A
Pregnancy and maternity	The strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The current number of pregnant school children and/or school children with dependents attending maintained schools is low and not statistically significant. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged and can not discriminate on ground of pregnancy and maternity. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools as a result there is a low positive benefit.	L	+
Race	<p>The strategy is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged and do not discriminate with regards to race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools.</p> <p>The following table identified the current borough averages for children attending maintained schools broken down by race is as follows in comparison to the borough profiles:</p>	M	+

		Children attending maintained schools (OCTOBER 2011/12 CENSUS) *NOTE: Academies and PRU not included	Borough Profile (ONS ethnicity estimates for 2009)
	White	39.6%	76%
	Black	27.7%	9%
	Asian	7.5%	8.2%
	Mixed	10.9%	3.7%
	Chinese or Other ethnic group	13.1%	3.2%
	Not obtained	1.3%	0%
	<p>This data suggests that in comparison to the borough profile White groups are under represented in maintained schools compared to the borough average. Black, Mixed and Chinese or Other groups are over represented in maintained schools compared to the borough average. Asian groups are slightly under represented in maintained schools compared to the borough average. Although the strategy does not discriminate with regards to race, the improved choices for local children to attend local schools may be proportionately of more relevance to those race groups that are over-represented. Because of this, officers consider the strategy to be of medium relevance to Race, as some race groups could be differently affected by the proposals.</p> <p>The below table looks more specifically at the schools affected by the strategy proposed in the Cabinet Report (see recommendations) with regards to race.</p>		

Race	Children attending maintained	St Stephens Primary School	Pope John Primary School	Sacred Heart High School	Lady Margaret	John Betts Primary	Brackenbury	Queensmill
White	39.6%	53.2%	30.9%	71.8%	70.3%	75.1%	42.9%	33.7%
Black	27.7%	28.5%	34.7%	7.7%	10.2%	5.7%	25.1%	26.3%
Asian	7.5%	4.6%	9.1%	5.8%	4.5%	5.2%	9.1%	10.5%
Mixed	10.9%	12.5%	15.1%	6.8%	7.4%	7.3%	12.4%	7.4%
Other	13.1%	0.8%	9.1%	4.0%	4.5%	5.7%	9.7%	21.1%
Not obtained	1.3%	0.4%	1.1%	3.9%	3.0%	1.0%	0.8%	1.1%
COMMENTS		There is a slightly greater intake of Black, White and Mixed ethnic groups than the schools average. There is a slightly lower intake of Asian children. The strategy to expand St Stephens Primary is an all encompassing strategy for all learners	There is a slightly greater intake of Black, Asian and Mixed race groups compared to the schools average. There is a slightly lower intake of white students. The strategy to expand Pope John Primary is an all encompassing strategy for all	There is a lower intake of Black, Asian and Mixed groups and an overrepresentation of White groups compared to the schools average. The strategy to expand Sacred Heart Schools is an all encompassing strategy for all learners in the	There is a lower intake of Black, Asian and Mixed groups and an overrepresentation of White groups compared to the schools average. The strategy for the Lady Margaret bulge class is an all encompassing strategy for all learners in the	There is a lower intake of Black, Asian and Mixed groups and an overrepresentation of White groups compared to the schools average. The strategy for the John Betts primary bulge class is an all encompassing strategy for all learners	There is a slightly lower intake of Black, Asian group and a slight overrepresentation of White and Mixed groups compared to the schools average. The strategy for the Brackenbury primary bulge class is an all encompassing strategy	There is a slightly greater intake Asian groups and a slightly lower intake of White, Black and Mixed groups compared to the schools average. The strategy to expand Queensmill is an all encompassing strategy for all learners in the borough

			<p>in the borough regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a slight positive benefit for those groups currently overrepresented.</p>	<p>learners in the borough regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a slight positive benefit for those groups currently overrepresented.</p>	<p>borough regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a less benefit for those groups currently underrepresented.</p>	<p>borough regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a neutral benefit for those groups currently underrepresented.</p>	<p>in the borough regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a neutral benefit for those groups currently underrepresented.</p>	<p>for all learners in the borough regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a neutral benefit for those groups currently underrepresented.</p>	<p>regardless of race. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools. Given the existing race profile there is likely to be a slight positive benefit for Asian groups currently overrepresented.</p>		
	<p>*NOTE: Academies and PRU not included</p> <p>Overall the schools listed in the strategy attract a wide mix of ethnic groups to reflect the diversity of the borough. It is therefore concluded the strategy to be of medium relevance to Race, with a positive impact.</p>										

Religion/belief (including non-belief)	The School Organisation Strategy will have a positive albeit low impact on local faith residents, through the extended offer in our faith schools, through the extension to existing provision.	L	+
Sex	<u>The School Organisation Strategy will have a positive impact on this protracted characteristic by extending the offer of single sex provision at our over subscribed schools. This includes a medium positive impact for females by expanding the single sex offer at Sacred Heart High School and Lady Margaret and increased single sex provision for males at the Henry Compton site (refer to Cabinet Report section 3.1 for greater detail of the new projects).</u>	M	+
Sexual Orientation	The School Organisation Strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged	N/A	N/A

Human Rights and Children's Rights

Will it affect Human Rights, as defined by the Human Rights Act 1998?

Yes: Article 2 of Protocol 1: Right to education. It is expected that the strategy will have a positive impact on this (e.g. via additional learning capacity for borough learners).

Will it affect Children's Rights, as defined by the UNCRC (1992)?

Yes: the right to education, and special rights for disabled children. It is expected that the strategy will have a positive impact on these rights (e.g. via additional learning capacity for borough learners)

<u>Section 03</u>	<u>Analysis of relevant data and/or undertake research</u>
<u>Documents and data reviewed</u>	Please see details from EIA in 2011 below: Plus Admissions & Census data, plus current pupil data. We also did a bid process with all schools on how they could deliver within the schools of choice agenda.

We undertook a consultation that was open to all strands, from 21 April to 2008 to 9 June 2008, through a variety of ways:

- Pupil post to all parents of primary, secondary and special schools in the borough
- To parents of primary age parents at independent schools
- All Early Years settings
- Hammersmith and Fulham website
- Freepost questionnaires left at municipal buildings in the borough
- Partner agencies
- Voluntary organisations
- 20 meetings at various schools (parent, governors and staff)
- 22 meetings with children at their schools
- 7 meetings with specific groups such as early years providers, employers steering group and school staff
- Special meeting with headteachers
- 8 road shows at libraries and town halls
- A children's conference at Chelsea Football ground

With a total of 1,304 children and 437 adults attended the above meetings.

Nearly 3,000 questionnaires were received in response to the consultation and recommendations were made to take into account the views were portrayed.

The main strands positively affected by the consultation were, age, disability, gender and religion, through the schools community. All these strands were affected positively by the recommendations that were contained within the Cabinet Reports that detailed the consultation and results. The relevant consultation and questionnaires, can be found in the Cabinet Reports of 14 July 2008 and 2 March 2009 respectively and are detailed in the background papers to this strategy

We undertook a consultation that was open to all strands, but primarily aimed at parents of SEN children, from 24 November 2008 to 19 January 2009, through three options:

- Parents of children at all the schools affected by the proposals (given a summary via pupil post)

	<ul style="list-style-type: none"> • An executive summary sent to other stakeholders and made available at public libraries and both town halls • The detailed documents (and summaries) were published on the Councils website. <p>The main positively affected strand was disability, by the proposals that were captured by the responses to the consultation and the recommendations that were approved by Cabinet. The relevant consultation and questionnaires can be found in the Cabinet Report of 2 March 2009 and are detailed as background papers to this strategy.</p> <p><u>Mid Year Population Estimates</u> Data has been compared to that of the ONS Mid Year Population Estimates for 2009, which can be accessed here: http://www.lbhf.gov.uk/Directory/Council and Democracy/Plans performance and statistics/Statistics and census information/Census information/7057 Demographic Data for Hammersmith and Fulham.aspx</p> <p><u>October 2011/12 CENSUS</u> Data has been taken from the October 2011/12 CENSUS concerning the schools profiles.</p>
<u>New research</u>	N/A.

<u>Section 04</u>	<u>Undertake and analyse consultation</u>
<u>Consultation</u>	Given the previously undertaken detailed consultation a further consultation is not required for this strategy.
<u>Analysis</u>	From the previous consultations, listed above, all stakeholders that had responded were in favour of our proposals. Please refer to the Cabinet papers of 14 July 2008 and 2 March 2009 which are listed as background papers to this strategy for full details.

<u>Section 05</u>	<u>Analysis of impact and outcomes</u>
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<u>Analysis</u>	The consultation and assessment data have shown support for the proposals and these were taken into consideration in our recommendations to Cabinet.
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<u>Section 06</u>	<u>Reducing any adverse impacts</u>
<u>Outcome of Analysis</u>	The consultations did not exclude any member of the strands, as the consultations were open for all to respond to if desired.

<u>Section 07</u>	<u>Action Plan</u>
<u>Action Plan</u>	The action plan is to receive Cabinet Approval on the recommendations contained within the report and the implementation of these via the Lead Officer (Andy Rennison) in consultation with the Chief Officer (Andrew Christie).

<u>Section 08</u>	<u>Agreement, publication and monitoring</u>
<u>Chief Officer sign-off</u>	<u>Name: Andrew Christie</u> <u>Position: Director of Children's Services</u> <u>Email: andrew.christie@lbhf.gov.uk</u> <u>Telephone No: 020 8753 3601</u>
<u>Key Decision Report</u>	<u>Date of report to Cabinet/Cabinet Member: 05/02/12 – Cllr Helen Binmore</u> <u>Confirmation that key equalities issues found here have been included: Yes</u>
<u>Opportunities Manager for advice and guidance only</u>	<u>(When EIAs have been determined to be of high relevance)</u> <u>Name: Carly Fry</u>

Position: Opportunities Manager

Email: PEIA@lbhf.gov.uk

Date: 13.02.2012